1.2.2.3. Support the implementation of Kosovo Police Integrity Plan and provide specialized trainings.

TITLE: Assessment of cooperation instruments & mechanisms in place for MIA and its agencies, for inter-institutional/interagency: Support the implementation of Kosovo Police Integrity Plan and provide specialized trainings.

LIMITE DE CANDIDATURE
07 Avril 2024

DURÉE DE LA MISSION
Court Terme

ZONE GÉOGRAPHIQUE
Europe Et Asie Centrale

Home Affairs Programme of European Union in Kosovo Project, or HAPE, as is known by its acronym, is an EU-funded technical assistance project conceived to support and assist key Kosovo law-enforcement agencies and ministries, in particular the Kosovo Ministry of Internal Affairs (MIA), Kosovo Police (KP), Kosovo Special Prosecution of Republic of Kosovo (SPRK), in achieving their objectives and bringing their performance closer to EU standards.

The Grant Contract No. IPA/**2022/441510**, for the implementation of HAPE project, was awarded by the European Union Office in Kosovo (EUOK) to the Ministry of Interior (MoI) of the Republic of Italy, as the lead partner. MoI of the Republic of France and Belgian Federal Police are the other two implementing partners of the project. The project started the implementation period on the 1st of March 2023 and is expected to last for 40 months.

The **specific objective** number 1 of HAPE is to strengthen the capacities and improving performance of MIA and its dependent institutions to align effectively with the EU Acquis (Chapter 24). The **specific objective** number 2 is to strengthen the investigative and operational capacities of the KP, SPRK and the Kosovo Academy of Public Safety (KAPS), in the fight against Serious Organized Crime (SOC), corruption, terrorism, cyber-security, forensic, border management, migration, seizure and confiscation of criminal assets.

One of the aims of the HAPE project, under outcome 1/output 1.2 is to support the development of institutional reform of MIA and LEAs. On 22 Feb 2024, KP has approved the Integrity Plan 2024-2026 and HAPE Project support is requested to implement activities deriving out of this plan. In particular, the requested support pertaining to delivery of specialized trainings in the area of conflict of interest and whistleblowers protection. Specifically, the activity 1.2.2 pertains to HAPE Project support to the implementation of the KP Integrity Plan.

Therefore, HAPE project will recruit and deploy an international short-term expert (STE) to assess the training needs in compliance with the 2024 approved Integrity Plan, design and draft training material and deliver specialized training pertaining in the area of conflict of interest and whistleblowers protection for approximate 70 participants.

DESCRIPTION OF THE ASSIGNMENT

- **Global objective**

The global objective is to prevent corruption within KP and improve their performance.

- **Specific objective(s)**

The specific objective is to improve KP capacities in the implementation of the Integrity Plan, 2024-2026. KP approved Integrity Plan, design training materials and deliver specialized training pertaining in conflict of interest and whistleblowers protection.

Requested services and tasks for the contractor.

The international STE is expected to carry out the following services and tasks;

- Review/study the KP 2024-2026 Integrity Plan, and other relevant primary and secondary legislation and decisions pertaining to established objectives, measures, and activities under the Integrity Plan;
- Analyse the training needs and identify specialized trainings in the areas of conflict of interest and whistleblowers protection and identify relevant EU standards and rules including best practices applicable for police integrity;
- Make relevant proposals for improving the Integrity section;
- Design and draft training materials (modules, handouts, and exercises) including presentations in both conflict of interest and whistleblower areas;
- Review and update KP evaluation questionnaires relevant to KP integrity for trainings;
- Deliver 2 days trainings for approximate 70 participants on both conflict of interest and whistleblower areas;
- Any other service necessary for the completion of the tasks above;

1. **REQUIRED OUTPUTS AND DELIVERABLES**

   The outputs required include:

- Training needs identified.
- Training materials, including PowerPoint presentations on conflict of interest and whistleblowers protection prepared.
- 2 days training on conflict of interest and whistleblowers protection delivered.
- Relevant proposals for improving the Integrity Plan/section prepared.
- Final Mission Report (max 2/3 pgs).

2. **METHODOLOGY**

The expert is expected to carry out the assignment in close cooperation and consultations with and KP Integrity Sector and HAPE Project team. In performing the above-mentioned services, the expert may employ some or all the methods below:

- Desk collection, review and analysis of training plans, best practices and necessary literature, etc.;
- Power point presentations;
- Discussions, consultations and exercises with the participants in two separate sessions per day;
- Use different assessment methodologies as deemed appropriate for the requested services.

3. **EXPERTS PROFILE (to be used for publication of the position)**

- **Qualifications and skills**

- Professional experience +5 years
- Coming from Internal security forces (ISF), at least 5 years of extensive work experience in integrity and Inspectorate sector;

  - Demonstrated experience and strong working knowledge on Integrity section and good knowledge on performing the trainings;

  - Fluency in both written and spoken English;

  - Excellent inter-personal and communication skills.

- **Preferred Qualifications**
- Professional experience in Inspectorate.
- Professional experience in international cooperation.

- **General professional experience**

  Strong professional background and highly skilled in drafting reports.

- **Specific professional experience**

  Minimum 5 years' experience in working in the area.

- **Working language(s)**

  English

4. **LOCATION AND DURATION OF THE ASSIGNMENT**

   - **Starting date: 27 May 2024**

- **Duration of assignment and termination date**

The duration of the assignment is a total of 13 working days, of which 8 working days home-based and 5 working days in Kosovo.

- **Draft detailed work plan**

Starting Date: 27th of May 2024	**May**	**June**	**July**
Review/study the KP 2024-2026 Integrity Plan, and other relevant primary and secondary legislation and decisions pertaining to established objectives, measures, and activities under the Integrity Plan;	Home-based 27-31		
Analyse the training needs and identify specialized trainings in the areas of conflict of interest and whistleblowers protection and identify relevant EU standards and rules including best practices applicable for police integrity;		Home-based 03-07	
Make relevant proposals for improving the Integrity section;			
Design and draft training materials (modules, handouts, and exercises) including presentations in both conflict of interest and whistleblower areas;			
Review and update KP evaluation questionnaires relevant to KP integrity for trainings;			
Deliver 2 days trainings for approximate 70 participants on both conflict of interest and whistleblower areas;		10-14 Ksv	
Any other service necessary for the completion of the tasks above			

Final Mission Report			

Due to the needs of HAPE Project and beneficiaries, the above listed days may be modified or redistributed internally upon approval of the HAPE Team Leader, although the total number of days for the assignment will not be reduced.

- **Location(s) of assignment;** Republic of Kosovo and Home based.

5. **REPORTING**

A detailed work-plan of the inputs, outputs, activities, and reports shall be submitted for approval to the HAPE Team Leader within the 1st day of commencement of the contract.

A Final Mission Report (max 2/3 pgs).

6. **CONTACT**

CV should be submitted in English to: angulo.m@civipol.fr; philippe.marie@experts.civipol.fr

